

# DELAWARE PROFESSIONAL STANDARDS BOARD

The Townsend Building  
401 Federal Street, Suite 2  
Dover, Delaware 19901

## Meeting Minutes

Department of Education  
Cabinet Room  
Dover, DE 19904  
September 3, 2015  
5:00 P.M.

**Members Present:** Diane Albanese, Amber Augustus, Linda Brown, Jennifer Burton, Nelia Dolan, Laura Glass, Cristy Greaves, Darren Guido, David Kohan, Rosaria Macera, Byron Murphy, Darlene O'Neill, Mary Pinkston, Stephanie Smith and Sue Smith

**Members Absent:** Stephanie DeWitt

**Others Present:** Chris Kenton; PSB Executive Director, Kimberly Rodriguez; PSB Administrative Assistant, Angeline Rivello; Department of Education, Deborah Stevens; DSEA, Donna Mitchell; Wilmington University, Jeremy Grant-Skinner; TFA, Lois Hobbs; Flex Program, Sandy Smith; Flex Program

### I. Opening

**Call to Order:** Mr. Murphy, Professional Standards Board Chair, called the meeting to Order at 5:02 p.m.

#### Approval of Agenda

A Motion was made by Dr. Guido and Seconded by Dr. Greaves to approve the September 3, 2015 agenda. ***The motion carried*** (13 Yes to 0 No's – Albanese, Augustus, Burton, Dolan, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

#### Approval of Minutes for August 6, 2015

A Motion was made by Dr. Guido and Seconded by Ms. Pinkston to approve the August 6, 2015 Minutes. ***The motion carried*** (13 Yes to 0 No's – Albanese, Augustus, Burton, Dolan, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

### II. Public Comment

None

### III. Executive Director's Report

- Christy Greaves will be retiring on January 29, 2016 from her position.
- Held a conference call with Lisa Hedrick and Cathy Owens-Oliver from ETS.

- Met with a group looking to start a Montessori School in Sussex County.
- Attended the Quarterly H.R. meeting hosted by the Department. (Maria Degnats and Erin Pieshala always do a wonderful job)
- Met with Angeline Rivello, Maria Degnats, Erin Pieshala, Wendy Modzelewski, and Katie Geiszler to go over upcoming PSB Regulations.
- Presented to the State Board of Education  
(1559, 1583, 1595 all for Publication)  
(1560, 1563, 1564, and 1571 all for Discussion)
- Licensure and Certification Criteria Committee met.
- Worked with Kim to update eBoard and the PSB website.
- Talked with Mr. Byron Murphy to discuss the month's agenda.
- Met with Katie Geiszler to discuss upcoming Revocation Hearings.
- Met with Secretary Murphy
- Continued Discussions with Wilmington University regarding the School Counselor Regulations
- Attended a meeting with Erin Pieshala at the University of Delaware regarding ESOL and Bilingual.

#### IV. **Presentation**

- ❖ *The Executive Director gave an overview on 1595's history. The State feels the need to have quality leaders. The six pack was eliminated. The State felt that we needed a cohort based approach with practicing leadership with specific feedback. The State felt we needed more options and that is how 1595 came about. A new 1595 has been approved and will be brought back for discussion one more time, followed by the final order the following month.*

#### ❖ **1595 - Lead for Delaware - Jeremy Grant-Skinner**

A presentation was made by Jeremy Grant-Skinner regarding the Lead for Delaware. They are seeking approval to be a certification program for Principals and Assistant Principal's. Jeremy mentioned that their goal is to prepare future leaders and schools of low income communities. They believe in preparation of great teachers and leaders in Delaware to ensure that the students in low income are getting a great education. The program is targeted towards current teachers and teacher leaders. For selection a minimum of 3 years classroom teaching experience is needed. After 2 years of teaching, the graduates would meet the 5 year minimum requirements in Delaware regulations. They hope to attract a pool of 100 applicants for the 10 slots in the cohort.

1. Teach for America is overseeing the Lead for Delaware program in collaboration with other partners.
2. In Section 8 and 9, the aspiring leaders and program will be evaluated based on specific outcomes. Candidates must demonstrate mastery of the competencies and the school leader competency framework that is included in the application and aligned with ISLLC. Need to meet a rigorous bar on the school leader's licensure assessment by the end of the program. The program will evaluate the readiness of the leaders, the effectiveness of the leaders once they are in their positions and some program metrics.

3. Added specific clarifications due to the response of the LCCC committee. There were previously three selections criteria and a fourth was added. Need to have at least 2 years of practice that has been rated effective or higher.
4. The 2<sup>nd</sup> clarification is at the end of section 8 more information was added as to what the process would be for intervention plans if an aspiring leader in the program is struggling. There are a lot of supports in the program through the Lead for Delaware coaching, mentors, principal consultants and through a clear plan they can help people get back on track. If they do not meet the requirements of the intervention plan they can be dismissed from the program.

Questions: Are the Lead or Delaware staff Delaware Administrators? Who are the people that are teaching the people how to be principals?

Answer: There is a full time staff at Teach For America and there are 2 groups (mentors and the principal consultants) who will be training the aspiring leaders.

Question: What makes Jeremy qualified to teach?

Answer: Jeremy is coordinating the program. He is the lead instructor for some of the modules. Some of the modules are led by Teach For America, Principal Consultants, Harvard University Staff and Wilmington University Staff.

Question – How are the applicants paying for this?

Answer: Payment of Participants of \$7,000.00 for a full two year program. Fundraising is another way of raising money to fund the program.

This is not a residency program and the teachers will continue to teach at the same time of the program.

#### ❖ **1595 – Application – Fostering Leadership Excellence**

Sandy Smith and Lois Hobbs gave a presentation on FLEX (Fostering Leadership Excellence). This program was started by Lois Hobbs, Sandy Smith and Juanita Wilson. Looking at the teachers who have a masters or doctorate in programs other than subject other than Ed Leadership. If they have Ed leadership, they can go another route towards certification. This application is for those who do not have Ed leadership. This is for reading specialist, ELL specialist or guidance counselors, etc. After looking at the research, they wanted to do this with the districts. The program has partnerships with districts in Sussex County. They did not want this program to be a stand-alone program.

## **V. Action Items**

### **A. 1595 – Lead for Delaware**

1. The Executive Director mentioned that the Board would be looking to send 1595 Lead for Delaware forward to the State Board of Education with the Board's approval and for duration and if there are any other special considerations.

2. Questions were asked what the reasons would be for not approving.
  - a. Board members felt they cannot support it because it is run by people who lack the required education experience.
  - b. A comment was made that DASL application was submitted in the past to the Secretary of Education's office and he turned it back for rigor.
3. Opposition with the amount of years the program takes to complete and time spent in teaching as well as the internship and other things that are needed to be done.
4. There were many concerns that the focus on the classroom will be a detriment to the kids. Trying to hold onto your teaching job and also working with the internship job at the same time.
5. Concerns were noted about the candidates they are targeting which is Teach For America, who has never been through a teacher prep program.
6. The Executive Director commented that these will be very small cohorts and will be very competitive. He asked Shannon to speak about the two programs that are already approved (DLP and DASL). What was the minimum requirement for the programs?
7. Shannon Holston commented that both programs allowed individuals who had three years, however they would not earn their certification until they hit the five year mark
8. A question was asked about what the reason was for three years.
9. Mr. Skinner commented that they wanted to make sure the candidates would have at least five years by the end of the program. They are not targeting people who only have three years' experience they are aligning it to say that their program expects that their teachers and aspired leaders are certified by the end of the program.
10. Ms. Rivello commented that the difference between hiring requirements and what you can ask when you hire. Any district can ask for anything that they want when they are posting a particular position but often districts received five applicants and three out of the five did not qualify. She feels that one of the programs is focusing on high needs or whatever the need is for that district or school. They are servicing two difference types of people which is a good thing.
11. The Board did not agree that a motion needed to be made at this time. A motion **was not made** on this application.

**B. 1595 – Application For Fostering Leadership Excellence**

- The Executive Director commented that a motion needs to be made to move the Foster Leadership Excellence forward to the State Board of Education with: 1) approval, 2) duration, 3) any special considerations.
- A Board member commented that one of the southern districts has definite needs and applauded the efforts of the program.
- A motion was made by Dr. Greaves and seconded by Dr. Guido to move Flex forward to the State Board of Education. The standard will be for two cohorts. ***The motion carried*** (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

**C. 1560 Art Teacher**

- Was under review based off the 5 year cycle. The Licensure and Certification office and the HR Directors had zero issues with this regulation in the past five years. This was published for one month and had zero public comments. It was then held for one month for discussion and is now ready to move forward for final order.
- A Motion was made to move 1560 Art Teacher to Final Order by Mr. Kohan and seconded by Ms. Brown. *The motion carried* (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

**D. 1563 Music Teacher**

- Was under review based off the 5 year cycle. The Licensure and Certification office and the HR Directors had zero issues with this regulation in the past five years. This was published for one month and had zero public comments. It was then held for one month for discussion and is now ready to move forward for final order.
- A Motion was made to move 1563 Music Teacher to Final Order by Ms. Macera and seconded by Ms. Burton. *The motion carried* (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

**E. 1564 – Special Education Teacher**

- Was under review based off the 5 year cycle. The Licensure and Certification office and the HR Directors had zero issues with this regulation in the past five years. This was published for one month and had zero public comments. It was then held for one month for discussion and is now ready to move forward for final order.
- A Motion was made to move 1564 Physical Education Teacher to Final Order by Dr. Guido and seconded by Dr. Smith. *The motion carried* (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

**F. 1571 – Exceptional Children Special Education Teachers**

- Was under review based off of discussions on Senate Bill 51. It was published for one month after the initial approval by the PSB and the State Board of Education. Numerous e-mails were received by teachers throughout the state urging the Board to keep the grandfather clause in the regulation. The public comments were addressed by the Board and State Board at the August meetings.
- A Motion was made to move 1571 to Final Order by Dr. Greaves and seconded by Ms. Brown. *The motion carried* (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith)

**VI. PSB Standing Committee**

**A. Licensure Certification Criteria**

- Working on the exit performance assessments (EdTPA/PPAT)
- Pearson will be coming on the 23<sup>rd</sup> to meet with the LCCC
- Would like to make recommendations to the Board by February

**B. Professional Development and Associated Compensation Criteria Committee**

- None

**VII. Other**  
None

**VIII. Public Comment**  
None

**IX. Adjournment**

- A motion was made by Ms. Dolan and seconded by Ms. Pinkston to adjourn the meeting. ***The motion carried*** (15 Yes to 0 No's – Albanese, Augustus, Brown, Burton, Dolan, Glass, Greaves, Guido, Kohan, Macera, Murphy, O'Neill, Pinkston, Smith and Smith). The meeting adjourned at 6:43 p.m.